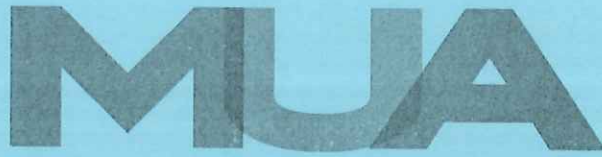


The  
Management  
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**UNDERGRADUATE UNIVERSITY EXAMINATIONS**  
**SCHOOL OF MANAGEMENT AND LEADERSHIP**  
**DEGREE OF BACHELOR OF MANAGEMENT AND LEADERSHIP/**  
**BACHELOR OF ARTS IN DEVELOPMENT STUDIES**  
**BACHELOR OF COMMERCE**

UCU 102 : ETHICS AND PROFESSIONAL CONDUCT

DATE: 13<sup>TH</sup> APRIL 2016

DURATION: 2 HOURS

MAXIMUM MARKS: 70

**INSTRUCTIONS:**

1. Write your registration number on the answer booklet.
2. **DO NOT** write on this question paper.
3. This paper contains **SIX (6)** questions.
4. Question **ONE** is compulsory.
5. Answer any other **THREE** questions.
6. Question **ONE** carries **25 MARKS** and the rest carry **15 MARKS** each.
7. Write all your answers in the Examination answer booklet provided.

**QUESTION ONE**

Read the Case Study below carefully and answer the questions that follow:

**PLACING UNREASONABLE EXPECTATIONS ON A STUDENT**

You are a trainee accountant in your second year of training within a small accountancy practice. A more senior trainee has been on sick leave, and you are due to go on study leave. You have been told by your manager that, before you go on leave, you must complete some complicated reconciliations work. The deadline suggested appears unrealistic, given the complexity of the work.

You feel that you are not sufficiently experienced to complete the work alone. You would need additional supervision to complete it to the required standard, and your manager appears unable to offer the necessary support.

If you try to complete the work within the proposed timeframe but fail to meet the expected quality, you could face serious disciplinary action on your return from the study leave. You feel slightly intimidated by your manager, and also feel the pressure to do what you can for the company in what you consider challenging times. Can you be open and honest about the situation?

**Required:**

- a) Identify ethical issues in this case. (6 Marks)
- b) Name parties affected by this ethical dilemma? (4 Marks)
- c) Illustrate how will you handle these demands from the manager (15 Marks)

**QUESTION TWO**

- a) Define workplace discrimination and discuss seven forms of employment discrimination practices (8 Marks)
- b) Using appropriate examples discuss the role the code of conduct play in enhancing integrity in an organization. (7 Marks)



**QUESTION THREE**

- a) Using relevant examples discuss activities that amount to releasing harmful products to the markets in Kenya (5 Marks)
- b) Define the term "Corporate Social Responsibility" and discuss the arguments for and against corporations engaging in corporate social responsibility (10 Marks)

**QUESTION FOUR**

- a) Explain how the concept utilitarianism significantly differ from the Kant's non- consequentialist theory of ethics? (10 Marks)
- b) Discuss the concept of whistle blowing and the conditions that would justify whistle blowing? (5 Marks)

**QUESTION FIVE**

- a) Discuss Kohlberg's theory of moral development according to the three levels highlighting the six stages of development. (8 Marks)
- b) Explain the term privacy and discuss why it is highly valued that it should be protected as a right? (7 Marks)

**QUESTION SIX**

- a) Define the term bribery and discuss the ethical perspective of bribery in any organization of your choice in Kenya (7 Marks)
- b) Explain the concept of conflict of interest using three major kinds of conflict of interest that can arise in an organization in Kenya. (8 Marks)

